



**CITY OF SALISBURY
SPECIAL MEETING AGENDA**

DECEMBER 6, 2021

6:05 p.m.

Government Office Building, Room 301, Salisbury, Maryland and Zoom Video Conferencing

Times shown for agenda items are estimates only.

6:05 p.m. CALL TO ORDER

6:06 p.m. ADOPTION OF SPECIAL MEETING AGENDA

6:07 p.m. ORDINANCE- City Attorney Michael Sullivan

Ordinance No. 2698- 2nd reading- approving an amendment of the FY2022 General Fund budget to adjust the Salisbury Police Department's pay plan for the purpose of recruiting and retaining experienced officers and to be competitive with area agencies

6:15 p.m. ADJOURNMENT

Next Council Meeting – December 13, 2021

Copies of the agenda items are available for review in the City Clerk's Office, Room 305 – City/County Government Office Building, 410-548-3140 or on the City's website at www.salisbury.md. City Council meetings are conducted in Open session unless otherwise indicated. All or part of the Council's meetings can be held in Closed Session under the authority of the Maryland Open Meetings Law, Annotated Code of Maryland General Provisions Article § 3-305(b), by vote of the City Council.

- Resolution No. _ -to appoint Noah Bressman to the Sustainability Advisory Committee (Green Team)
- Resolution No. _ -to appoint Megan Outten to the Sustainability Advisory Committee (Green Team)
- Resolution No. _ - approving an MOU with Eastbound Disc Golf
- FY21 Audit Presentation and acceptance
- Ordinance No. _ - 1st reading- SNHS Tax Credit
- Ordinance No. _ -1st reading- budget amendment to use surplus funds for programs and projects
- **Ordinance No. 2695**-2nd reading- authorizing the Mayor to enter into a contract with the MDOT TAP for the purpose of accepting and appropriating grant funds in the amount of \$597,024 for the Citywide Bike Network Design Project
- **Ordinance No. 2696**- 2nd reading- authorizing the Mayor to enter into a contract with the US Conference of Mayors for the purpose of accepting Police Reform and Racial Justice Grant Program funds in the amount of 75,000, and to approve a budget amendment so that they may be applied to the Salisbury Police Mental Health Collaborative Partnership
- **Ordinance No. 2697**- 2nd reading- authorizing the Mayor to sign contract with the Somerset County Health Department to accept and appropriate Emergency Solutions Grants- Cares Act funds in the amount of 117,600, for a Homeless Services Case Specialist, Rapid Re-housing Rental Assistance, portable toilets and hand washing stations
- **Ordinance No. 2699**- 2nd reading- authorizing the Mayor to accept additional grant funding from the Maryland Department of the Environment (MDE) Bay Restoration Fund (BRF) and to approve a budget amendment to the FY 2022 General Fund budget to appropriate such MDE BRF funds for repair and maintenance projects to be completed at the WWTP

Join Zoom Meeting
<https://us02web.zoom.us/j/88186172560>
Meeting ID: 881 8617 2560
Phone: 1.301.715.8592

ORDINANCE No. 2698

AN ORDINANCE OF THE CITY OF SALISBURY APPROVING AN AMENDMENT OF THE FY2022 GENERAL FUND BUDGET TO ADJUST THE SALISBURY POLICE DEPARTMENT'S PAY PLAN FOR THE PURPOSE OF RECRUITING AND RETAINING EXPERIENCED OFFICERS AND TO BE COMPETITIVE WITH AREA AGENCIES.

WHEREAS, the Salisbury Police Department has the need to provide police personnel with personal growth and career development; and

WHEREAS, a career development program provides trained and experienced police personnel with skill enhancement opportunities; and

WHEREAS, this Department desires to provide every employee with the opportunity to realize professional fulfillment through personal and professional growth; and

WHEREAS, the Salisbury Police Department needs to offer a competitive salary pay scale and career advancement program to retain experienced police professionals who are committed to increasing the Department's ability to maintain a high level of operational readiness; and

WHEREAS, an adjustment of the Police Department's salary pay scale would result in better recruitment and better retention of experienced police professionals.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY OF SALISBURY, MARYLAND, that the City's Fiscal Year 2022 Adopted Police Department's Pay Scale be and hereby is amended as follows:

Current Title	Grade	Min Step 1	Mid Step 13	Max Step 25
Cadet/Blue Shirt	1	45,960	N/A	N/A
Police Officer	2	45,960	61,376	80,160
Police Officer 1 st Class	3	51,400	67,231	87,807
Senior Police Officer	4	52,886	69,247	90,440
Master Police Officer	5	54,417	71,323	93,152
Corporal	6	61,196	80,087	104,598
Senior Corporal	7	63,031	82,490	107,736
Sergeant	8	64,922	86,291	112,700
Lieutenant	9	70,897	92,876	121,300
Captain	10	78,736	103,199	134,783
Major	11	85,863	112,483	146,909
Colonel	12	93,264	122,178	159,570
Chief of Police	13	98,928	129,599	169,263

45 AND BE IT FURTHER ORDAINED AND ENACTED BY THE CITY OF
46 SALISBURY, MARYLAND, THAT the City's Police Department's Pay Plan be amended, and
47 this ordinance shall take effect on 12/18/2021.
48

49 THIS ORDINANCE was introduced and read at a meeting of the Council of the City of
50 Salisbury held on this 22nd day of November, 2021, and thereafter, a statement of the substance
51 of the Ordinance having been published as required by law, was finally passed by the Council on
52 the 6th day of December, 2021.
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54
55 **ATTEST:**
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57 _____
58 **Kimberly R. Nichols, City Clerk**

_____ **John R. Heath, City Council President**

59
60 APPROVED BY ME THIS: _____ day of _____, 2021
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62 _____
63 **Jacob R. Day, Mayor**